



National Aeronautics and Space Administration
Office of the Administrator
Washington, DC 20546-0001

National Aeronautics and Space Administration Policy Statement on Equal Employment Opportunity

As we move forward with ever increasing momentum in our shared goal of exploring space, I reaffirm the Agency's commitment to equal opportunity in employment.

Equal opportunity in employment means opportunity not just for some, but for all. NASA provides equal opportunity in Federal employment regardless of race, color, sex (including pregnancy, sexual harassment, sex stereotyping, caregiving responsibilities, gender identity, and sexual orientation), national origin, religion, age, disability (physical or mental), or genetic information (including family medical history). (Note: Although discrimination based on caregiving responsibilities may be a form of sex-based discrimination, it may also be a form of discrimination under other bases, such as disability, race, or national origin.)

Equal employment opportunity (EEO) covers all human capital and employment programs, management practices, and decisions including, but not limited to, recruitment, hiring, merit promotions, transfers, reassignments, training and career development, benefits, and separations. NASA supports employee exercise of rights under EEO law. Reprisal against individuals who engage in protected activity will not be tolerated. NASA supports the rights of employees to exercise all available rights under the civil rights statutes.

Preserving these rights in our workplace takes special care and vigilance. Our continued and vigorous adherence to these laws and a focus on the spirit as much as the letter of these laws are fundamental for our success. We must continue to be an organization that seeks the best minds and broadest experience to ensure that every qualified person has an equal chance to compete and contribute.

NASA provides an environment that honors integrity, excellence, teamwork, fairness, and equity. We strive to exemplify in all of our decision making the principle that employees have the freedom to compete on a fair and level playing field. We will continue to provide a workplace that is free from all forms of illegal discrimination, including harassment and retaliation. Upon request and as appropriate, we will continue to provide reasonable accommodations to qualified individuals with disabilities. Above all, we must view our commitment to EEO as a matter of personal integrity and accountability.

I trust that we will all do our part in these efforts.

A handwritten signature in black ink, appearing to read "C. Bolden, Jr.", written over a horizontal line.

Charles F. Bolden, Jr.
Administrator

A handwritten date "2/16/15" in black ink, written over a horizontal line.

Date